

**MEMORANDUM OF UNDERSTANDING
10-HOUR SHIFT PILOT**

**THE CITY OF SPRINGFIELD, OREGON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES**

This Memorandum of Understanding (MOU) is entered into by and between the City of Springfield (City) and the American Federation of State, County and Municipal Employees, AFSCME Local 1148 (Union).

The purpose of this MOU is to address the piloting of a four (4) day work week with ten (10) hour days.

Agreement of the Parties:

1. Starting no later than the first full week of May and ending no earlier than the last full week of October, the City and Union agree to begin a four (4) day work week with ten (10) hour days for:
 - Maintenance Tech Crew Chiefs,
 - Maintenance Tech Journeys and Apprentices,
 - Traffic Maintenance Tech Crew Chief,
 - Traffic Maintenance Technician,
 - Traffic Signal Electrician, and
 - Seasonal Maintenance Worker.
 - a. For those positions where work is independent of others and can be performed on the regular 5-8 schedule, or alternate 4 -10's schedule of Tuesday through Friday, parties can mutually agree to those positions remaining on the regular schedule or alternate Tuesday through Friday 4 – 10's.
 - b. Overtime will be accrued for hours in excess of and continuous with their regularly scheduled ten (10) hour workday or 40-hour work week. Overtime will be compensated as either pay or compensatory time off per the CBA.
 - c. Union employees performing street sweeping duties will be assigned Sunday through Wednesday, Monday through Thursday, or Tuesday through Friday schedules.
 - d. Union employees who are on the Emergency Response Team (ERT) are expected to respond on Fridays.
 - e. The workday will be scheduled for ten (10) hours and may occur between the hours of 4:00 AM and 5:00 PM, Monday through Thursday.
2. Employees will continue to take a scheduled rest break for each four-hour block or major part thereof (two hours and one minute through four hours) worked in one work period and one meal period.

3. For Article 18.4, Compassionate/Bereavement leave benefits provided by the city will be a maximum of 40 hours if warranted by the situation.
4. Holidays and floating holidays will continue to accrue at 8 hours. For the weeks containing a City recognized holiday, employees will have a schedule of five (5) days with eight (8) hours each day to accommodate the holidays.
5. Operations Management and Union Leadership will promptly meet to address identified concerns brought forth by either party to work towards resolution as it relates to this MOU.
6. The City and Union, by mutual agreement, may initiate 4 – 10's for dates that fall outside the previously identified timeframe per this MOU "Agreement of the Parties - Section 1." when beneficial supporting conditions present themselves.

This agreement ends on June 30, 2024. This MOU is not precedent setting and neither party is obligated to continue or extend this agreement.

For the City

 4/5/23

Brian Conlon
DPW Operations Director

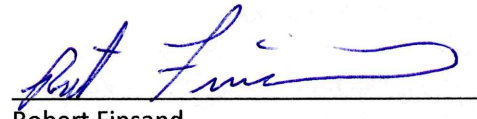
 4/6/23

Chaim Hertz
Human Resources Director

For AFSCME

 4/5/23

Monica Bielski Boris
Council 75 Representative

 04/05/2023

Robert Finsand
Local 1148 President